

MIGRATION AND EMPLOYMENT

Changes in the percent of persons employed differ between immigrants and native-born. In particular, changes in the size of the working-age population affect more strongly the foreign-born than the natives for whom such changes are hardly noticeable from one year to another. In most OECD countries, employment rates for immigrants are lower than those for native-born persons. However, the situation is more diverse if one disaggregates employment rates by educational attainment.

Definition

The employment rate is calculated as the share of employed persons in the total population (active and inactive persons aged 15-64) of that same age. In accordance with ILO definitions, employed persons are those who worked at least one hour or who had a job but were absent from work during the reference week. The classification of educational attainment shown is based on the *International Standard Classification of Education (ISCED)* categories. Generally speaking, “low” corresponds to less than upper secondary education; “intermediate” to upper secondary education; and “high” to tertiary education. Tertiary education includes programmes of high-level vocational education whose graduates feed into technical or semi-professional occupations.

Overview

Labour market outcomes of immigrants and natives vary significantly across OECD countries, and differences by educational attainment are even larger. In all OECD countries, the employment rate increases with education level. While people with tertiary education find work more easily and are less exposed to unemployment, access to tertiary education does not necessarily guarantee equal employment rates for immigrants and native-born persons. In all OECD countries, employment rates are higher for native-born persons with high educational qualifications than for their foreign-born counterparts.

The situation is more diverse for persons with low educational attainment. In the United States, Luxembourg and to a lesser extent in some southern European countries such as Greece and Italy, foreign-born immigrants with low educational qualifications have much higher employment rates than their native-born counterparts. The reverse is true in Denmark, the Netherlands, Poland and New Zealand. The higher employment rate of foreign-born persons with low educational attainment in some countries may reflect the persistent demand for workers in low-skilled jobs which are hardly taken up by the in-coming cohorts of native-born workers.

Comparability

Data for the European countries are from the European Union Labour Force Survey. Data for other countries are mostly taken from national labour force surveys. Even if employment levels can at times be affected by changes in survey design and by survey implementation problems (e.g. non-response), data on employment rates are generally consistent over time.

However, comparability of education levels between immigrants and the native-born population and across countries is only approximate. The educational qualifications of other countries may not fit exactly into national educational categories because the duration of study or the programme content for what appear to be equivalent qualifications may not be the same. Likewise, the reduction of the ISCED classification into three categories may result in some loss of information regarding the duration of study, the programme orientation, etc. For example, high educational qualifications can include programmes of durations varying from two years (in the case of short, university-level technical programmes) to seven years or more (in the case of PhDs).

Data for Brazil, Indonesia and the Russian Federation refer to the year 2000.

Sources

- OECD (2012), *International Migration Outlook*, OECD Publishing.

Further information

Analytical publications

- OECD (2012), *Jobs for Immigrants (Vol. 3), Labour Market Integration in Austria, Norway and Switzerland*, OECD Publishing.
- OECD (2008), *A Profile of Immigrant Populations in the 21st Century: Data from OECD Countries*, OECD Publishing.

Statistical publications

- OECD (2012), *Connecting with Emigrants, A Global Profile of Diasporas*, OECD Publishing.
- OECD (2012), *Settling In: OECD Indicators of Immigrant Integration 2012*, OECD Publishing.

Methodological publications

- Dumont, J.C. and Lemaître G. (2005), “Counting Immigrants and Expatriates in OECD Countries: A New Perspective”, *OECD Social, Employment and Migration Working Papers*, No. 25.

Online databases

- OECD International Migration Statistics.

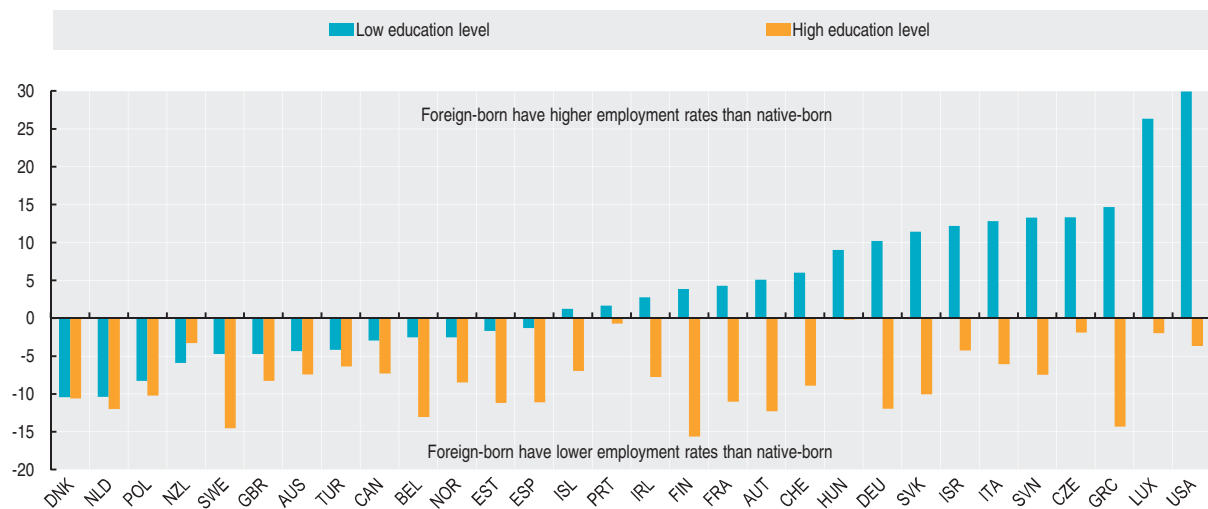

Employment rates of native- and foreign-born population by educational attainment

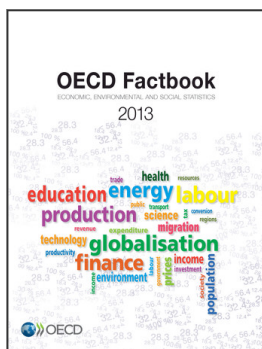
As a percentage of total population

	2007						2011					
	Native-born			Foreign-born			Native-born			Foreign-born		
	Low	High	Total	Low	High	Total	Low	High	Total	Low	High	Total
Australia	..	..	..	..	..	..	57.6	86.1	74.2	53.2	78.6	68.7
Austria	32.9	77.9	58.5	47.7	67.9	57.6	48.6	88.2	73.3	53.7	76.0	66.7
Belgium	27.0	77.1	50.4	27.0	68.7	43.2	39.0	83.9	..	36.4	70.8	52.6
Canada	..	..	..	..	..	..	47.3	82.9	72.8	44.4	75.6	68.8
Chile	..	..	..	..	..	..	..	..	..	..	..	..
Czech Republic	17.2	75.7	55.7	24.2	74.9	52.1	20.9	81.1	65.7	34.3	79.2	67.8
Denmark	52.0	82.0	63.9	50.9	73.4	57.7	58.9	86.6	74.7	48.4	76.0	61.7
Estonia	29.5	82.5	59.7	20.1	69.2	48.3	31.0	80.8	65.3	29.3	69.6	63.9
Finland	29.1	76.3	57.0	39.2	71.6	59.9	41.0	84.8	69.4	44.9	69.2	61.1
France	30.8	75.4	52.7	35.3	64.0	46.4	44.2	81.7	64.8	48.5	70.7	57.4
Germany	29.8	74.1	55.9	..	..	..	43.2	89.3	73.8	53.4	77.3	66.5
Greece	31.1	76.7	47.9	62.2	67.5	63.6	43.7	74.8	55.2	58.4	60.5	58.4
Hungary	20.5	74.0	46.7	27.9	69.9	50.9	25.6	78.4	55.7	34.6	78.2	62.1
Iceland	74.1	90.3	80.7	78.3	87.5	82.1	68.8	89.5	78.7	70.0	82.5	76.3
Ireland	38.3	82.3	59.2	45.6	78.8	70.0	35.1	81.3	59.2	37.9	73.5	59.3
Israel	28.1	83.9	57.6	35.7	79.4	62.8	27.6	83.1	59.1	39.8	78.8	65.7
Italy	29.6	72.1	44.8	55.7	71.6	62.5	42.1	77.5	56.3	54.9	71.5	61.5
Japan	..	..	..	..	..	..	..	..	..	..	..	..
Korea	..	..	..	..	..	..	..	..	..	..	..	..
Luxembourg	26.5	72.0	47.2	55.3	80.1	63.9	32.3	84.9	59.5	58.6	83.0	70.3
Mexico	..	..	..	..	..	..	..	..	..	..	..	..
Netherlands	45.9	79.5	64.8	45.6	70.9	58.1	61.5	88.2	76.6	51.1	76.2	63.6
New Zealand	62.0	84.9	76.8	55.3	79.3	70.5	56.3	84.4	73.5	50.4	81.1	70.2
Norway	51.4	86.3	71.1	52.2	82.4	68.1	58.2	90.6	76.0	55.7	82.0	70.2
Poland	17.9	76.3	48.9	4.2	44.9	14.1	23.5	82.4	59.7	15.2	72.2	55.3
Portugal	53.4	78.5	56.9	63.2	82.7	68.6	59.5	81.0	63.8	61.1	80.3	68.7
Slovak Republic	9.9	76.8	52.3	18.2	68.4	50.7	14.9	76.9	59.5	26.3	66.8	59.7
Slovenia	31.4	79.5	56.9	44.6	65.2	56.4	33.3	86.0	64.7	46.6	78.5	61.9
Spain	38.5	78.6	51.5	60.3	72.5	66.2	47.5	78.1	58.4	46.2	66.9	54.4
Sweden	44.8	82.5	68.4	40.8	73.4	57.6	48.7	89.7	76.6	43.9	75.2	62.6
Switzerland	39.3	83.9	65.7	54.4	74.6	63.7	60.2	91.3	81.0	66.2	82.4	75.5
Turkey	..	..	..	..	..	..	38.1	70.5	43.1	33.9	64.2	49.7
United Kingdom	51.7	88.4	59.2	46.2	81.1	59.2	53.4	84.3	70.0	48.7	76.1	66.5
United States	35.1	83.8	69.5	61.4	79.7	71.1	25.3	80.1	64.0	55.3	76.4	66.6
EU 27	..	..	..	..	..	..	..	..	..	..	..	..
OECD	..	..	..	..	..	..	..	..	..	..	..	..
Brazil	49.3	80.8	54.0	29.7	70.9	44.0	..	..	..	..	..	..
China	..	..	..	..	..	..	..	..	..	..	..	..
India	..	..	..	..	..	..	..	..	..	..	..	..
Indonesia	66.4	78.8	66.1	35.8	77.8	57.4	..	..	..	..	..	..
Russian Federation	30.1	79.1	57.9	32.4	76.4	60.7	..	..	..	..	..	..
South Africa	27.8	79.9	36.3	60.8	75.3	63.7	..	..	..	..	..	..

 StatLink <http://dx.doi.org/10.1787/888932706261>
Gap in employment rate between native- and foreign-born population by educational attainment

Percentage points, 2011 or latest available year


 StatLink <http://dx.doi.org/10.1787/888932706280>



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